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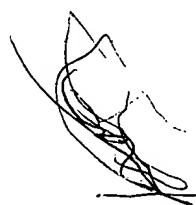
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## The Leader In Human Capital Management Solutions

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## NEWS & EVENTS

**Saba Introduces Next Generation Performance Management Solution to Align People with Organizational Goals**

**Saba Enterprise Performance 5.0 Helps Accelerate Business Performance Through Implementation of a Management System for Initiative Management, Workforce Alignment, Measurement and Development**

PHILADELPHIA, Oct. 8, 2003 - At Human Resource Executive® magazine's HR Technology® Conference and Exposition, Saba (NASDAQ: SABA), the leading innovator of human capital development and management (HCDM) solutions, today announced the commercial availability of its next-generation performance management solution. Unlike performance management products that only target employee and manager transactions, Saba Enterprise Performance 5.0 is a management system designed to align individuals with organizational goals to accelerate business performance.

Saba Enterprise Performance is an integral part of Saba's 100% J2EE Saba 5 platform. The Saba 5 platform represents a next generation enterprise architecture designed exclusively for managing human capital. Saba 5 represents the first platform to offer integrated performance and learning for large-scale, enterprise-wide deployment. The component-based architecture includes Web services that can be easily integrated with organizations' existing technology infrastructure. Saba 5 supports broad levels of configurability with an extensive administration interface that runs entirely on the zero-client Internet architecture. Both Saba Enterprise Performance and Saba Enterprise Learning are immediately available on the Saba 5 platform.

Far more robust than basic employee appraisal offerings, Saba Enterprise Performance delivers deep employee assessment capabilities, along with support for strategic initiatives, goal alignment, employee action plans and competency management. Saba Enterprise Performance supports an organization's strategies and goals by helping to communicate and align people's activities with their objectives. Additionally, it reduces the costs associated with performance appraisals. It also moves beyond other performance management solutions because of its tight integration with Saba Enterprise Learning - the industry-leading management system for the development and management of people.

Growing numbers of leading organizations worldwide understand that the performance of their people positively impacts bottom-line business performance metrics. For example, Neoris, one of the largest IT consultancy, systems integration and software deployment firms in Latin America, recently licensed Saba Enterprise Performance. "Our business depends on the performance of our most valuable asset - our people. We selected Saba's solution to help us accelerate the performance of our business, through improved goal setting for employees around our customer engagements and assessments against the core competencies required in our business," said Jairo Fernandez, chief human capital officer for Neoris.

"Employee performance management is an emerging market, and based on user interest, it is poised to grow through 2007," stated an AMR Research report by Monica Barron, "The Human Capital Management Applications Report, 2002-2007," July 2003. "Strong interest in Enterprise Performance Management (EPM) will help to drive the market, since employers want to push corporate accountability and execution down through all levels of the organization."

Business strategy execution and improved workforce performance are some of the key benefits provided by the rich features included with Saba Enterprise Performance. Innovative features in this release include:

### Initiative Management

Saba Enterprise Performance helps organizations execute on their business strategy by focusing people on strategic initiatives, such as responding to new competitors, launching a product or investing in a new line of business. When an initiative is identified, organizations can rapidly define corresponding goals and required competencies, and assign and select cross-functional team members, all while maintaining visibility over the entire initiative process.

### Goal Alignment

Saba Enterprise Performance allows top-down visibility for executives to understand in real-time how well their organization is executing. Saba Enterprise Performance is designed to proactively notify people of trends or exceptions, such as goals not being achieved on time. It also allows people to view how their own goals impact and contribute to the strategic goals of the organization. Additionally, the product includes a time-bound Action Plan feature that supports assigned goals, prior accomplishments and required learning activities. Goals in the Action Plan are prescriptive and can be based on the person's role or on a strategic initiative.

### Performance Assessments

Saba Enterprise Performance offers powerful performance assessment capabilities designed to increase the productivity of individuals and the overall organization. Assessments can be deployed across the extended enterprise of suppliers, customers and partners, allowing management to accurately assess people's performance and suggest improvements. Using Saba Enterprise Performance, organizations can improve the quality and effectiveness of their performance review process by measuring performance against established criteria and reviewing user feedback. For example, multi-rater assessments (MRAs) help organizations grow their talent by providing people with a 360-degree assessment of their competencies from their managers, peers, customers and direct reports.

"One of the most important aspects of enterprise performance management is dynamically monitoring and assessing performance against defined competencies," said Bryan Chapman, e-learning analyst at brandon-hall.com, a leading e-learning industry consulting firms. "During our most recent shootout at the Online Learning 2003 Conference & Expo in Los Angeles, we presented a particularly difficult performance management scenario to several enterprise LMS competitors and Saba performed exceptionally well, receiving the highest rating in the category of Skill Gap Analysis and Competency Tracking. Saba is definitely among the top tier companies providing integrated learning and performance management solutions."

#### **Enterprise Learning**

Unlike performance management systems that do not deliver learning interventions to help people achieve their goals, Saba Enterprise Performance can be seamlessly integrated with Saba Enterprise Learning on the new Saba 5 platform. Together, Saba Enterprise Performance and Saba Enterprise Learning help organizations focus learning resources on organizational and competency goals, and maximize the return on investment of learning efforts. Using both Saba solutions, organizations can plan and create personalized development plans to meet individual needs, and deliver learning designed to close competency gaps and improve individual performance.

#### **Component-Based Modern Architecture**

The Saba 5 platform has a pure-Web J2EE architecture that provides pre-built Web services interfaces. Organizations may choose to embed Saba within an enterprise portal or an existing intranet. This modern architecture delivers optimal performance by lowering the total cost of ownership through adherence to standards. Saba Enterprise Performance and Saba Enterprise Learning provide deep offerings across the performance and learning markets, along with great flexibility from business rule configuration and scalability to reach large numbers of users.

"With Saba Enterprise Performance, companies can tap their best resources for competitive advantage - their employees," said Bobby Yazdani, Saba's chairman and CEO. "By aligning individual performance across their organization, companies can accelerate the attainment of their overall goals. Saba Enterprise Performance and the Saba 5 platform are the culmination of 24 months of intensive effort, delivering the industry's first single-platform solution for linking performance and learning."

Saba Enterprise Performance is available immediately. For more information visit Saba Enterprise Performance on [Saba.com](http://Saba.com).

#### **About Saba**

Saba (NASDAQ: SABA) is the leading provider of human capital development and management (HCDM) solutions, which increase organizational performance through the implementation of a management system for aligning, developing, and managing people. Among the Global 2000, Saba customers include Alcatel, Anheuser-Busch, Cisco Systems, DaimlerChrysler, EMC Corp., Kaiser Permanente, Medtronic, Procter & Gamble, and VERITAS Software. Saba has received industry recognition for its solutions, and recently achieved the leader quadrant position in the Gartner 2003 e-Learning Suite "Magic Quadrant."

Founded in 1997, Saba is headquartered in Redwood Shores, California, with offices worldwide. For more information, please visit [www.saba.com](http://www.saba.com) or call (877) SABA-101 or (650) 779-2791.

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